

## MEMORANDUM

Agenda Item No. 11(A) (10)

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**TO:** Honorable Chairman Joe A. Martinez  
and Members, Board of County Commissioners

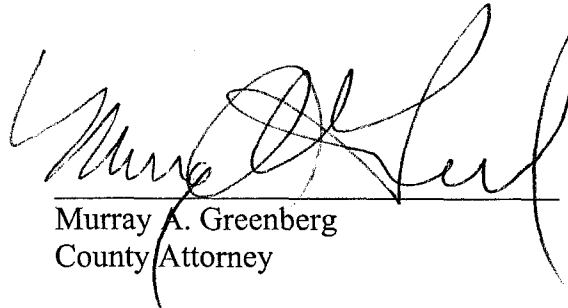
**DATE:** November 1, 2005

**FROM:** Murray A. Greenberg  
County Attorney

**SUBJECT:** Resolution providing for  
continuation of health  
insurance benefits for  
retired executive employees  
and elected officials

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The accompanying resolution was prepared and placed on the agenda at the request of  
Commissioner Barbara J. Jordan.



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Murray A. Greenberg  
County Attorney



# MEMORANDUM

(Revised)

**TO:** Honorable Chairman Joe A. Martinez  
and Members, Board of County Commissioners

**DATE:** November 1, 2005

**FROM:**

  
Murray A. Greenberg  
County Attorney

**SUBJECT:** Agenda Item No. 11(A)(10)

Please note any items checked.

\_\_\_\_\_ "4-Day Rule" ("3-Day Rule" for committees) applicable if raised

\_\_\_\_\_ 6 weeks required between first reading and public hearing

\_\_\_\_\_ 4 weeks notification to municipal officials required prior to public hearing

✓ \_\_\_\_\_ Decreases revenues or increases expenditures without balancing budget

\_\_\_\_\_ Budget required

\_\_\_\_\_ Statement of fiscal impact required

\_\_\_\_\_ Bid waiver requiring County Manager's written recommendation

\_\_\_\_\_ Ordinance creating a new board requires detailed County Manager's report for public hearing

\_\_\_\_\_ Housekeeping item (no policy decision required)

\_\_\_\_\_ No committee review

Approved \_\_\_\_\_ Mayor  
Veto \_\_\_\_\_  
Override \_\_\_\_\_

Agenda Item No. 11(A)(10)  
11-1-05

RESOLUTION NO. \_\_\_\_\_

RESOLUTION PROVIDING FOR THE CONTINUATION OF  
HEALTH INSURANCE BENEFITS FOR EXECUTIVE  
EMPLOYEES AND ELECTED OFFICIALS AFTER  
RETIREMENT

WHEREAS, this Board recognizes that providing continuing health insurance benefits to executives and elected officials after retirement facilitates the recruitment and retention of qualified executives and elected officials; and

WHEREAS, the provision of such benefits serves as an incentive for the retirement of executives when they become eligible for full Florida Retirement System benefits; and

WHEREAS, such retirements allow for the reduction of salary costs; and

WHEREAS, the County has in the past provided such benefits pursuant to the Departure Incentive Program and through Resolution R-1283-92, as amended by Resolutions R-1589-94 and R-1405-04; and

WHEREAS, eligible employees have based retirement decisions upon the expectation of receiving the benefits of the Departure Incentive Program; and

WHEREAS, the Commission finds that such benefits were not provided consistently in the past and wishes to correct such inconsistencies to ensure compliance with the Commission's original intent; and

WHEREAS, this Board desires to provide a more limited, less costly but more equitable continuing health insurance benefit for qualified executives and elected officials,

NOW, THEREFORE, BE IT RESOLVED BY THE BOARD OF COUNTY COMMISSIONERS OF MIAMI-DADE COUNTY, FLORIDA, that:

Section 1. The Executive Continuing Health Insurance Program (ECHIP) is hereby established on the following conditions:

(a) The ECHIP shall be available to the following County employees and officials, who resign or retire in good standing:

(1) employees and officials who have been employed by the County for at least twenty continuous years, have been Group 1 executives for at least six years, and who are eligible for full FRS retirement benefits; and

(2) elected officials who have served for at least five years.

Employees or officials accused of misconduct in office, unsatisfactory performance or otherwise acting contrary to the County's interests shall not be considered in good standing and shall not be eligible for ECHIP benefits.

(b) Each eligible employee or official will be covered by the ECHIP unless the employee or official declines coverage in writing at the time of retirement from the County or at such other time that the employee or official first becomes eligible for ECHIP benefits .

(c) The ECHIP shall provide for payment of the full employee premium in a County authorized health plan for a period of 10 years.

(d) The ECHIP shall provide for payment of full dependent health care premium in a County authorized health plan or a \$500 per month payment, as chosen by the employee or official at the time of retirement from the County, for a period of ten years.

(e) All insurance benefits provided through the ECHIP shall be provided on the same terms and conditions as they are provided to County retirees.

(f) An employee or official may choose to switch from dependent health coverage to the monthly monetary payment at any time. However, once an employee or official chooses the monthly monetary payment, the employee or official will not be eligible to receive payment of the dependent health insurance premium.

(g) The ECHIP shall be available to persons meeting the eligibility requirements of Section 1(a) and who have retired or will retire on or after October 1, 2004.

(h) All persons meeting the conditions of Sections 1(a) and 1(g) and who have left County service in good standing prior to the effective date of this resolution shall have the opportunity to participate in a one-time open enrollment period for ECHIP benefits.

(i) Once in the ECHIP, subject to the condition in Section 1(f) above, participants shall remain in the health insurance coverage plan in which they have enrolled for the duration of the program except in the case of hardship, as determined by the County Manager, or unless the health insurance plan is eliminated by the County, at which time they shall have the same options as existing employees.

(j) Benefits under ECHIP shall begin for persons who have resigned or retired previous to the effective date of this resolution on January 1, 2006, and on the date of resignation or retirement for persons resigning or retiring after the effective date of this resolution.

(k) In the event of the death of a participant in the ECHIP, insurance coverage for any dependents will remain in force for the remainder of the participant's eligibility for the ECHIP, or, at the beneficiary's choice, the benefit may be converted to the monthly monetary payment.

(l) Persons separating from County service who have had benefits denied or deferred under County Code Section 2-56.30 through 2-56.33, shall not be eligible for ECHIP benefits, unless and until they are subsequently granted the benefits denied or deferred under those sections of the Code.

(m) For any person who is participating in the ECHIP Program and who is hired as a County employee in a position eligible for group health insurance benefits or who becomes an elected County official eligible for group health insurance benefits, the ECHIP Program benefits shall be suspended for the period of time the person is employed or in elected office. The benefits shall be reinstated for the remainder of the ECHIP Program benefit period following the employee's leaving County employment or elected office.

(n) Persons who have been authorized prior to this date or are authorized in the future to receive the benefit of the Departure Incentive Program (DIP) program shall continue to be covered under the DIP program and are not eligible for the ECHIP program.

Section 2. The County Manager is directed to prepare, within sixty (60) days, an administrative order formalizing the ECHIP program, which administrative order, once reviewed by the County Attorney, shall be considered approved without further Board action. The ECHIP program will be effective, and employees or officials covered, prior to the completion of the Administrative Order under the terms of the sections above.

The foregoing resolution was sponsored by Commissioner Barbara J. Jordan and offered by Commissioner \_\_\_\_\_, who moved its adoption. The motion was seconded by Commissioner \_\_\_\_\_ and upon being put to a vote, the vote was as follows:

Joe A. Martinez, Chairman	
Dennis C. Moss, Vice-Chairman	
Bruno A. Barreiro	Dr. Barbara Carey-Shuler
Jose "Pepe" Diaz	Carlos A. Gimenez
Sally A. Heyman	Barbara J. Jordan
Dorin D. Rolle	Natacha Seijas
Katy Sorenson	Rebeca Sosa
Sen. Javier D. Souto	

The Chairperson thereupon declared the resolution duly passed and adopted this 1<sup>st</sup> day of November, 2005. This resolution shall become effective ten (10) days after the date of its adoption unless vetoed by the Mayor, and if vetoed, shall become effective only upon an override by this Board.

MIAMI-DADE COUNTY, FLORIDA  
BY ITS BOARD OF  
COUNTY COMMISSIONERS

HARVEY RUVIN, CLERK

By: \_\_\_\_\_  
Deputy Clerk

Approved by County Attorney as  
to form and legal sufficiency.

4k.

Murray A. Greenberg